

MIAMI BEACH

COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission

FROM: Nick Kallergis, Chief Deputy City Attorney

DATE: November 20, 2024

TITLE: A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, APPROVING AND AUTHORIZING THE MAYOR AND CITY CLERK TO EXECUTE AMENDMENT NO. 1 TO THE EMPLOYMENT AGREEMENT BETWEEN THE CITY OF MIAMI BEACH AND CITY MANAGER ERIC T. CARPENTER.

BACKGROUND/HISTORY

On July 24, 2024, the Mayor and City Commission appointed Eric T. Carpenter as City Manager of the City of Miami Beach, effective immediately.

On October 30, 2024, the City Commission adopted Resolution No. 2024-33341, approving Mr. Carpenter's Employment Agreement for a term of up to three (3) years, commencing retroactively on July 24, 2024, and expiring on July 24, 2027 (the "Agreement"). On October 30th, the City Commission also adopted on First Reading an Ordinance amending the Miami Beach Employees' Retirement Plan ("Pension Plan") to ratify a term of the Agreement relating to Mr. Carpenter's pension benefit.

ANALYSIS

The attached Resolution approves Amendment No. 1 to the City Manager's Employment Agreement, as proposed by the City Manager, to provide that the City Manager may, subject to satisfying certain requirements, purchase enhanced pension benefits as a member of Tier B of the Pension Plan. This additional employee contribution is intended to offset the increased cost to the City of providing the enhanced benefits, as estimated in the October 18, 2024 actuarial analysis report.¹

¹ The October 18, 2024 actuarial analysis report is attached to the companion Ordinance amending the Pension Plan.

As originally approved by the City Commission, the Agreement provides that Mr. Carpenter shall be included as one of the more than 400 current employees that are members of Tier B of the Pension Plan.

This Amendment is consistent with the companion Ordinance amending the Pension Plan, as revised for Second Reading/Public Hearing on November 20, 2024.

FISCAL IMPACT STATEMENT

N/A

Does this Ordinance require a Business Impact Estimate?
(FOR ORDINANCES ONLY)

If applicable, the Business Impact Estimate (BIE) was published on:
See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notice/>

FINANCIAL INFORMATION

CONCLUSION

Applicable Area

Citywide

Is this a "Residents Right to Know" item, pursuant to City Code Section 2-17?

No

Is this item related to a G.O. Bond Project?

No

Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481, includes a principal engaged in lobbying? No

If so, specify the name of lobbyist(s) and principal(s):

Department

City Attorney

Sponsor(s)

Co-sponsor(s)

Condensed Title

Amendment No. 1 to Employment Agreement